

erilyan

Modern Slavery  
Statement  
FY25

19 DECEMBER 2025



when it  
matters .

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# 01. INTRODUCTION



# Introduction

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Erilyan Group (Erilyan) is committed to upholding human rights and ensuring our operations align with ethical, professional, and legal standards. We understand the increased modern slavery risks in the construction industry and encourage our supply partners to commit to these same ethical standards.

The Company recognises and opposes all forms of modern slavery. We continue to review and refine our business processes to identify and eliminate modern slavery risks within our operations and our supply chains.

This is our third Modern Slavery Statement. We have strengthened our approach through increased awareness of modern slavery risks across our teams and supply partners and building on our governance structures to respond effectively when modern slavery risks are identified.

This statement covers the reporting period 1 July 2024 to 30 June 2025. It has been prepared by the Modern Slavery Committee and approved by the Executive Team. It confirms the actions we have taken to address modern slavery risks and outlines our commitments for the next reporting period.

Key actions taken since the introduction of our modern slavery reporting include:

- Refreshed Code of Conduct
- Establishing a Modern Slavery Committee to continually review our approach
- Ensuring modern slavery training is a part of our inductions
- Updating our subcontractor documentation and procurement procedures to enhance modern slavery understanding and controls
- Implementing awareness initiatives across our construction sites

Each reporting period enables us to develop our understanding and strengthen our response to modern slavery risks. This statement reflects our progress to date and sets out our commitments for the year ahead, with a focus on enhancing our processes and building capability across our supply chain to better identify and address modern slavery risks.





## 02. OUR BUSINESS, OUR PEOPLE & THE ERILYAN WAY



## Our Business

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We show up early, think clearly, and deliver when it counts. From complex challenges to critical outcomes, we do our best work when it matters most — for our clients, our partners, and the communities we help shape.

### When it matters.



Erilyan is a privately owned Australian construction company that delivers end-to-end construction solutions across New South Wales, Victoria and Queensland, with over 140 employees supporting our business operations.

Our contracting model is built on trusted partnerships and over 90% of our work comes from repeat negotiated business. This reinforces the success of our sector focused approach to data centres and private health and reflects the confidence our clients place in our ability to deliver.

We have an established record of completing contracts on time, within budget and to the highest standards of quality and safety. This consistency is supported by our integral supply chain partnerships where we can embed our values and commitment to ethical practices, including our approach to reducing modern slavery risks.

Operating with transparency and integrity is fundamental to how we work. Our construction delivery model enables proactive collaboration with our supply chain, creating positive outcomes for our clients, our people, and our trade partners.

Modern slavery remains a significant global concern, with the construction sector facing heightened risks due to complex supply chains and requirements for subcontractors. Operating in this industry, we recognise our responsibility to identify and address these risks.

We work collaboratively with our supply chain partners through ongoing engagement, established due diligence processes, and capability building to prevent and eliminate practices that are inconsistent with modern slavery legislative requirements.

## OUR BUSINESS

**15 years**  
of trading

**\$1B+**  
work in hand

**140+**  
staff

**100%**  
australian owned

**93%**  
repeat clients

**100%**  
auditable business

### **OFSC**

Office of the Federal  
Safety Commissioner  
(OFSC) accredited  
business

## Our People

We are committed to providing an inclusive and diverse workplace where our entire workforce feels supported and is treated equitably, fairly and with respect.

Erilyan employs over 140 people through permanent full and part-time, maximum-term, and casual contracts. Our contractual agreements, documentation and employee policies comply with all relevant employment legislation and standards.

Our diverse workforce includes construction professionals such as project-based contract administrators, engineers and project managers, supported by corporate services teams in accounting, marketing, estimating, information technology and general management. We supplement our team as needed by engaging skilled independent contractors through independent contractor agreements, and temporary workers through recruitment agency and labour hire arrangements, working exclusively with pre-qualified organisations.

We manage our people through a digital human resources platform and intranet site that supports consistent onboarding processes. New employees use these systems to complete required training and access our business policies, processes and management systems.

### Training and Awareness

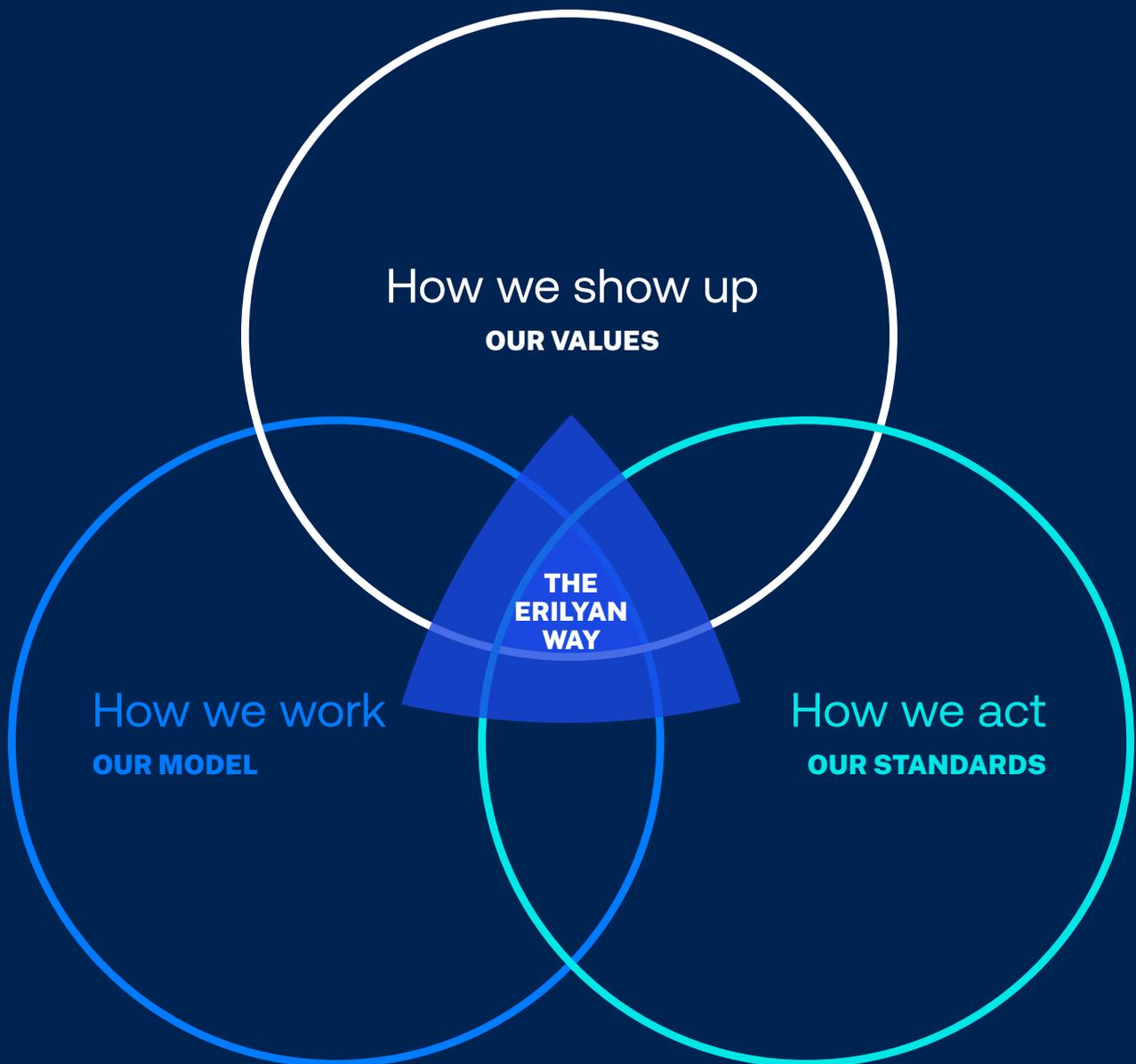
All Erilyan employees receive modern slavery training as part of their company onboarding process, ensuring every team member understands their role in identifying and preventing modern slavery risks.

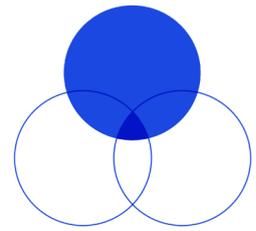
All new employees meet with our Systems & Compliance Manager to understand our management systems, with modern slavery requirements integrated into the Talent Acquisition Manager's induction session.

Modern slavery awareness is also embedded in site inductions for all subcontractor workers, ensuring consistent understanding of risks and reporting requirements across our project sites. We provide regular refresher training and awareness activities to maintain understanding and focus across our workforce.

# What is the Erilyan Way?

The Erilyan Way is our culture. It is the intersection of our values, standards, and our model. Defining how we show up, act, and work everyday.





# How we show up: Our Values

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## Genuine

**We're upfront, honest, and easy to work with.**

By being genuine in every interaction, we build real connection. The kind that leads to strong, long-term, true partnerships.

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## Progressive

**We're always looking for smarter ways to build.**

Through curiosity, collaboration, and innovation, we empower our people to solve complex challenges and deliver quality outcomes.

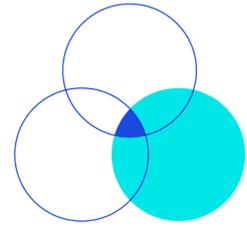
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## Effective

**We get the job done and done well.**

Skilled and outcomes-focused, we manage every project with precision and efficiency, delivering on time, on budget and to the highest standard.

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# How we act: Our Standards

The **Erilyan Eight** underpin our culture (the Erilyan Way) and are reflected in our policies & procedures.

They are the glue that binds us together as a team and are the secret ingredient to us delivering the critical projects that shape Australia's future.

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## 1. If it's not safe, stop.

Do zero harm.

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## 2. Act honestly and ethically.

Always do the right thing.

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## 3. Be respectful and professional.

Treat people the way you expect to be treated.

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## 4. Be accountable and own your mistakes.

Put your hand up early.

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## 5. Follow our processes.

Compliance is not optional.

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## 6. Support our cyber and security stance.

The risks are real and persistent.

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## 7. Protect our confidential information.

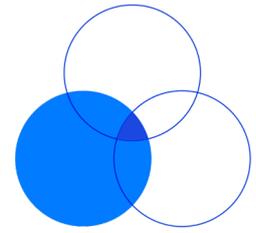
Respect and reciprocate our trust.

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## 8. Got concerns, speak up.

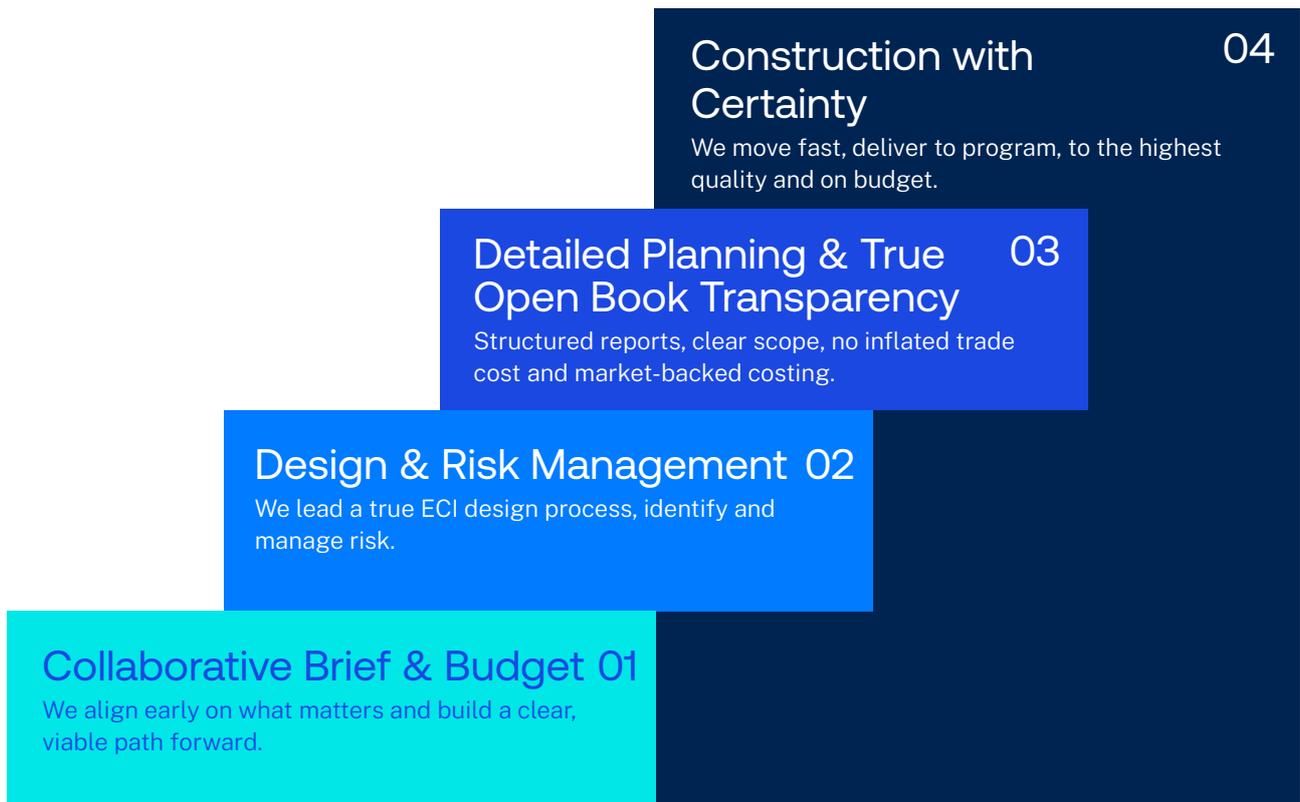
Be a voice for change.

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## How we work: Our Model

The traditional project delivery model delays contractor involvement, drives up cost, inflates trade pricing, and puts contracts before collaboration. We do it differently.



# 03. STRUCTURE, GOVERNANCE & SUPPLY CHAIN



# Structure

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This Modern Slavery Statement is a joint statement covering the following reporting entities, each registered in Australia and governed by the directors:

- Erilyan Group Pty Ltd
- Erilyan Pty Ltd
- Erilyan Projects Pty Ltd

References to Erilyan or the Company throughout this statement refer to all reporting entities collectively.

Directors of the reporting entities are supported by an Executive team and external advisors. We engage external consultants with expertise in operations, risk management and governance to provide guidance on best practice and drive continuous improvement in our modern slavery response.



# Governance

Over the past 12 months, we have strengthened our governance approach through the establishment of a dedicated Modern slavery Committee and formal accountability structure. The following roles and teams have specific responsibilities when it comes to reviewing, developing and implementing systems and processes to manage modern slavery risk:

ROLE	RESPONSIBILITIES
Compliance & HSEQ Director	<ul style="list-style-type: none"><li>• Internal audits</li><li>• Policy and process reviews and updates</li></ul>
Systems & Compliance Manager	<ul style="list-style-type: none"><li>• Inducting new employees into the management system, policies and processes</li></ul>
Talent Acquisition Manager	<ul style="list-style-type: none"><li>• Staff inductions and introduction to modern slavery obligations</li></ul>
Group Commercial Manager	<ul style="list-style-type: none"><li>• High risk trade analysis</li><li>• Supply partner procurement process reviews</li></ul>
Modern Slavery Committee	<ul style="list-style-type: none"><li>• Assess modern slavery risks across our operations and supply chains</li><li>• Develop and refine mitigation strategies in response to identified risks</li><li>• Monitor progress against our annual modern slavery action plan</li><li>• Oversee the modern slavery entry on our corporate risk register</li><li>• Review the effectiveness of implemented controls and processes</li></ul>

## Risk Management Integration

Modern slavery is a standing agenda item at our monthly company governance meeting where issues are raised, recommendations discussed, and reportable actions agreed. It is proactively managed alongside other critical business risks as part of the risk management framework.

## Reporting Mechanisms

Erilyan has established formal reporting and response mechanisms to address potential modern slavery concerns. These are set out in our policies:

- **Modern Slavery Policy** - clear reporting requirements and investigation procedures to ensure any reports are effectively managed and investigated.
- **Whistleblowing Policy** - guidance for potential whistleblowers to report matters anonymously or directly to an eligible person, with an associated investigation process to protect those who raise concerns.

# Supply Chain

As our company is engaged by clients to design and deliver construction projects, we utilise a diverse supply chain that includes subcontractors, suppliers, consultants, and other service providers who supply goods and deliver the works required for our projects. While most of this work occurs directly on our construction sites, our supply chain also extends to off-site manufacturing and the procurement of materials and products that may be Australian-made, or that can originate overseas. Our supply chain includes:

- Manufacturing, production, supply and transportation of construction materials
- Services that support the delivery of business operations such as security, cleaning, labour hire and professional services
- Trade partners and supply chains of our clients, subcontractors, consultants and suppliers
- Products sourced from our suppliers, including raw materials, plant, equipment and machinery

## Subcontractors

Subcontractors represent the largest part of our supply partnerships, typically accounting for approximately 80-85% of procurement on our construction projects. Works undertaken by subcontractors usually involve the supply of labour and materials or goods provided, and their installation on-site utilising their direct labour. In many instances, they will engage their own subcontractors and materials suppliers. The largest exposure to modern slavery risk on our projects is through subcontractors.

## Suppliers of Goods & Services

Eriyan procures goods and services suppliers directly for our offices and projects. This includes consultancy services, the purchase or hire of specific plant and equipment, and the procurement of goods and services to facilitate business operations, including IT, professional services, site and office consumables, safety (Personal Protective Equipment) and branded clothing.





## 04. IDENTIFYING & ADDRESSING MODERN SLAVERY RISK



## Preventing Supply Chain Risk

Erilyan mostly utilises Australian based organisations, and we identify subcontractors and suppliers who are at greatest risk of modern slavery based on location and trade. Over the past two reporting periods we have implemented controls to mitigate the modern slavery risk in our supply chain, including high risk subcontractor mapping and updating our procurement processes.

The majority of our supply partners work with the business regularly which provides our project teams with the ability to observe their onsite practices. We have not had any reported incidents of modern slavery in our own operations or by our supply partners, however, we need to maintain a focus on monitoring this area as it is an ongoing risk.

During the reporting period, we have enhanced our approach to assessing modern slavery risk through our procurement processes and decision-making to ensure that we have ongoing visibility of subcontractor practices and to understand our risks in this critical area of project delivery.

Over the next reporting period, we will undertake a structured mapping of subcontractor categories and trades and identify areas of risk and integrate these into our procurement decision-making.

## Actions Taken

KEY ACTIONS	STATUS	DETAILS
Reporting (FY24 carried over – in progress)	Complete	To further strengthen governance and controls, ensure regular reporting on progress of the action plan to the executive team
Supply Chain	Complete	Communicate the risk of modern slavery on projects through: <ul style="list-style-type: none"> <li>• Developing a poster to raise awareness about modern slavery</li> <li>• Sharing information through inductions or toolbox talks</li> </ul>
Supply chain	In progress	For the high-risk trades identified in the procurement schedule – liaise with the compliance team to further investigate the specific risks and actions associated with the risks
Procurement	Complete	Review the following procurement processes and provide recommendations for change: <ul style="list-style-type: none"> <li>• Subcontractor prequalification form</li> <li>• Tender Interview Form</li> <li>• Assessment of modern slavery risks to be sent with the procurement schedule</li> </ul>
Training	Ongoing	Introduction of periodic refresher training for all employees
Supply Chain	Complete	Introduce a more rigorous supplier onboarding tender questionnaire
Reporting	Complete	Comprehensive reporting on the progress of the action plan to the Executive Team

## Assessing Effectiveness

As part of our reporting periods, we developed a framework to improve awareness and monitor the effectiveness of our actions in detecting and mitigating risks of modern slavery in our operations and supply chain.

We will continue to measure our performance against several key performance indicators by:

- Conducting an annual review of the modern slavery risk assessment methodology with improvement actions
- Applying the risk methodology to our high risk and critical supply partners
- Engaging with supply partners who are assessed as medium or high risk
- Monitoring workforce training requirements for periodic modern slavery refresher training
- Reporting on the number and types of suspected or identified modern slavery incidents so that remediation actions can be taken (process and policy improvement, supply chain, and workforce)
- Reviewing the results of supplier self-assessments, audits and supplier surveys to provide detailed analysis that will support future actions

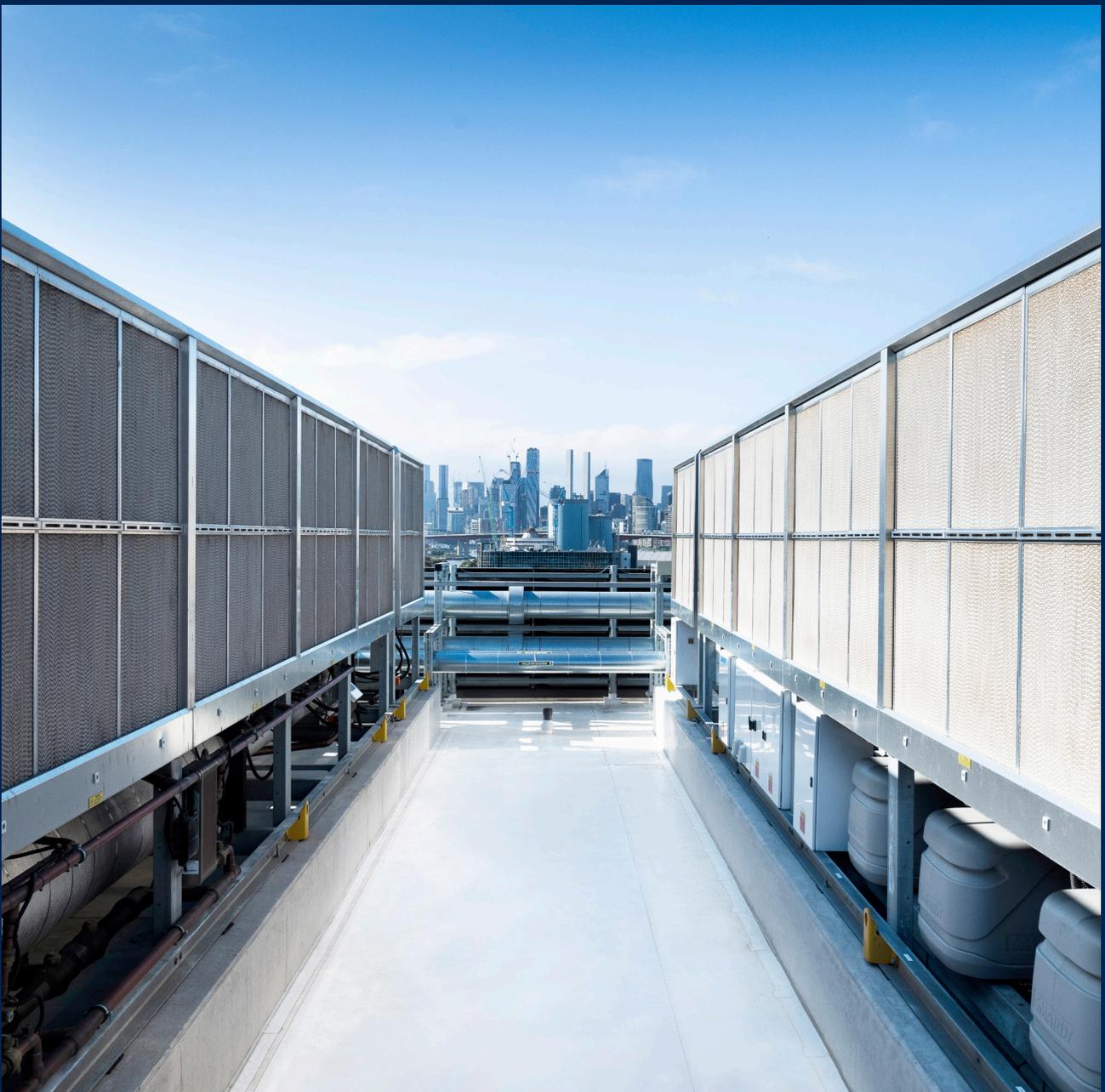
We will continue to strengthen the awareness, visibility and understanding of our business operations and across our supply chain so that we can advance our improvement actions moving forward.

## Continued Improvement & Action Plan

We are confident on the progress and achievement of actions from the last reporting period. Over the next 12 months, we will continue to build on the progress made to mitigate risks and continue to engage and educate our teams and supply chain in relation to modern slavery. We look forward to reporting on our progress in these focus areas in our next statement.

<b>ACTION PLAN FY26</b>	
Supply Chain	<ul style="list-style-type: none"> <li>• Conduct detailed modern slavery risk assessments for all suppliers identified as high or medium-high risk in our mapping exercise</li> </ul>
Supply Chain	<ul style="list-style-type: none"> <li>• Implement an annual supply partner Modern Slavery Survey to assist us in identifying risks within their business operations and use that information to inform future actions</li> </ul>
Training	<ul style="list-style-type: none"> <li>• Ensure refresher training for staff and workforce is delivered in our offices and on sites</li> </ul>
Policy and Process	<ul style="list-style-type: none"> <li>• Evaluate the suitability, efficiency, and effectiveness of our external complaints and grievance processes to identify and improve accessibility</li> <li>• Provide external parties, including the public, workforce, subcontractors, suppliers, and other stakeholders, with a confidential channel to raise concerns about potential modern slavery or human rights issues</li> </ul>

## 04. CONSULTATION & APPROVAL



## Consultation

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This Modern Slavery Statement has been developed in accordance with the requirements of the Modern Slavery Act 2018 (Cth). Eriylan has prepared this joint statement with the support of our Modern Slavery Committee and is responsible for modern slavery initiatives, policies and processes.

Members of the committee have regularly engaged with our key stakeholders across the business, Executive Management, and external advisors to ensure each of our reporting entities were appropriately consulted.

## Approval

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This Statement has been prepared and issued by Eriylan Group (ACN 664 334 767) and covers Eriylan Pty Ltd (ACN 152 249 548), and Eriylan Projects Pty Ltd (ACN 605 502 261). Each are a reporting entity for the purposes of the Modern Slavery Act 2018 (Cth). References in this statement to 'Eriylan', 'Company', 'we', 'our' are references to the reporting entities and the entities they own and control.

This statement has been approved by all Directors of Eriylan Group in their role as Directors of the principle governing body of Eriylan Group on 19 December 2025.



**Karl Mayoh**

Director



**Tim Curtin**

Director



**Rhett McGillicuddy**

Director



**Jon Lewis**

Director



**Ben Selwood**

Director

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